

AUCKLAND CITY COUNCIL **ABATTOIR ASSISTANTS.**—
INDUSTRIAL AGREEMENT.

THIS industrial agreement, made in pursuance of the Industrial Conciliation and Arbitration Act, 1925, and its amendments, this 6th day of April, 1938, between the Auckland City Council, Auckland (hereinafter called "the employers"), of the one part, and the Auckland Abattoir Assistants and United Freezing-works Employees' Industrial Union of Workers (hereinafter called "the union"), of the other part, whereby it is mutually agreed by and between the said parties as set out in the following schedule.

SCHEDULE.

Hours of Work.

1. (a) The ordinary hours of work for all workers shall be eight hours (including "smoke-oh") per day on five days, from Monday to Friday inclusive.

(b) Except in the case of assistants loading-out, the ordinary hours shall be worked between 8 a.m. and 5 p.m.: Provided that where mutually arranged the ordinary hours may commence at 7 a.m. In the case of assistants loading-out, the ordinary hours may be worked at such time as may be required.

(c) There shall be fifteen minutes allowed both morning and afternoon for "smoke-oh."

(d) When loading-out or when working overtime, fifteen minutes "smoke-oh" shall be allowed every two hours.

Meal-hours.

2. There shall be one hour allowed on each day for lunch. When loading-out, assistants shall be allowed twenty minutes crib-time every four hours without stoppage of pay.

Rates of Pay.

3. The following rates shall be paid as from the thirteenth day of December, 1937:—

- (a) Sheep, long shanked, £2 10s. per hundred.
 Sheep and lambs, short shanked, £2 5s. per hundred.
 Rams and genuine stags, rate and a half.
 Backset lambs, 8d. each.
 All unshorn sheep after 30th November, rate and a half.

	s.	d.
(b) (i) Cattle, other than bulls and stags, each ..	2	8
(ii) Bulls and genuine stags, each	3	0
(iii) Bobby calves, up to 60 lb., skinned by winch, each	0	7
Calves up to 200 lb.	1	10
Calves over 200 lb. beef rates	2	8
(iv) Pigs up to 120 lb. each	1	4
Pigs, 121 lb. to 200 lb.	1	11
Pigs over 200 lb., per 100 lb. or fraction of 100 lb.	1	0

(c) For any pig singed 2d. shall be added to the above rates.

(d) For any pig mechanically scudded 4d. shall be deducted from the above rates.

(e) Dead cattle and sheep, double rates.

(f) Abattoir assistants other than slaughtermen shall be paid not less than 2s. 7d. per hour, and not less than £4 7s. 6d. per week. Casual assistants may be employed at not less than 2s. 9d. per hour.

(g) Assistants loading out before 7 a.m. shall be paid not less than 3s. 5d. per hour (with a minimum of 6s. 10d. per shift), Mondays to Fridays inclusive, and 4s. per hour on Saturdays (with a minimum of 8s. per shift).

(h) Assistants operating power-saws shall be paid at the rate of 2s. 9d. per hour.

(i) In the event of arrangements being made by which slaughtermen are not required to divide the beef carcasses, 10 per cent. may be deducted from the above rates.

(j) When a slaughterman is taken off the mutton-board and placed on casual work in the beef-house he shall be paid not less than 5s. per hour while so employed.

Boys and Youths.

4. (a) Boys and youths may be employed at the following rates of pay:—

	Per Week.		
	£	s.	d.
Under sixteen years of age	1	10	0
Sixteen to seventeen.. .. .	2	2	6
Seventeen to eighteen	2	15	0
Eighteen to nineteen	3	5	0
Nineteen to twenty	3	15	0
Thereafter adult rates.			

(b) Boys and youths shall not be employed in any department in a greater number than one boy or youth to every four men or fraction of the first four. In cases where a weekly or daily wage is paid, no deduction shall be made from the weekly wages provided in this clause except for time lost through sickness or default of the worker.

Waiting-time.

5. Slaughtermen shall wait ten minutes in the event of a cut-out, but if required to wait longer than ten minutes they shall be paid at the rate of 3s. 3d. per hour for all time so waited, the recognized dinner-time to be excluded.

Overtime.

6. (a) Except as otherwise provided, all time worked outside of or in excess of the hours prescribed in clause 1 hereof shall be deemed to be overtime, and shall be paid for at the rate of time and one half for the first four hours and double time thereafter.

(b) When an assistant has been required to report for work more than once in any one day he shall be paid overtime rates for all work done in excess of eight hours.

(c) The overtime rates for boys shall be as prescribed in clause (a) hereof, but in no case shall the rate be less than 1s. 6d. per hour.

Slaughtermen's Work.

7. (a) Mutton-butchers' work shall consist of killing and dressing of sheep and lambs, and shall include killing and leaving shanks on (in case of freezing sheep being short-shanked, tongues to be cut out); taking off skins; opening up and removing insides; skinning wool portions off head and leaving same attached to skins; taking off heads and trotters; thoroughly clean and wipe up carcasses; take out lamb neck-breads when required; hang off. Properly tie and draw weasands; breasts

and cods to be split, and all skins to be turned out square and free from cuts and scores; the incision necessary for tucking up front shanks shall not be made before wiping carcasses clean.

(b) Beef-butchers' work shall be to tie weasand, bleed, and take head off, take out sweetbreads, take off hide, take insides out, strip caul and reed-fat, wipe and clean, and divide into sides; sawing through brisket-bone, aitch-bone, rump-bone, and to the sixth prime rib.

(c) Calves required to be dressed as beef shall be paid for at beef rates.

(d) All slaughtering on every class of sheep and lambs, cattle, calves, and pigs to be turned out in a workmanlike manner, and in accordance with this agreement and to the satisfaction of the foreman butcher.

Learners.

8. (a) Each employer may employ learners on the slaughtering-board. Each learner shall be provided with a hook. The hooks for learners shall be kept separate from the hooks for slaughtermen, as far as practicable.

(b) Learners may be employed on the mutton or beef board in such proportion to mutton or beef slaughtermen that there shall not be more than one learner to every seven slaughtermen or fraction of the first seven slaughtermen in each department. One set of learners only in each department shall be allowed in any year.

(c) The employer shall be allowed to allocate one beef tackle to learners. Preference shall be given to men employed as slaughtermen on the mutton-board.

(d) Learners, including beef learners, shall be paid the minimum rate for labourers per day for the first three months for mutton learners and for the first six months for beef learners, afterwards at the rate specified in clause 3 (a) and (b). The preference clause shall apply to learners so long as the union's rules permit learners to join.

(e) In engaging learners for the mutton-board, preference shall be given to men who have been employed in the works as slaughterhouse assistants for the previous twelve months.

(f) No learner shall be employed under the age of eighteen years.

(g) A learner when capable of killing and dressing two head of cattle or eight sheep or lambs per hour for shop trade to the satisfaction of the foreman butcher shall be classed as a competent slaughterman, and shall be removed from the learners' class.

(h) The employers may employ competent workers to teach such learners, or may arrange with slaughtermen who have hooks in the slaughterhouse to teach learners. Such slaughtermen when taken off the board shall be paid the board's average tally.

Alteration in Dressing.

9. Should any alteration in the dressing of sheep, lambs, beef, or pigs be required at any time, then the union shall meet the employers' wishes in this respect. The payment for any extra work entailed by such alteration shall be mutually agreed upon between the union and the employers, and in default of any agreement shall be determined in accordance with the provisions of clause 15.

Holidays.

10. (a) A whole holiday shall be observed on each of the following days: New Year's Day, the day following New Year's Day, Anniversary Day, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day.

(b) Payment of wages as for an ordinary working-day of eight hours shall be made for New Year's Day, 2nd January, Good Friday, Easter Monday, Anzac Day, the birthday of the reigning Sovereign, Labour Day, Christmas Day, and Boxing Day to all workers covered by this agreement who, in respect of the days named in this paragraph (b), have fulfilled the conditions of employment prescribed for payment of wages for holidays set out in paragraphs (a) and (b) of subsection (2) of section 14 of the Factories Amendment Act, 1936: Provided that if any of the holidays named in this paragraph (b) falls on a Saturday payment of wages for such holiday shall be made only to those workers the terms of whose engagement entitles the employer to require them to work on Saturdays.

(c) Where the ordinary rate for any worker is by piecework and not by time, payment of wages for holidays shall be based on an ordinary rate of 3s. per hour.

(d) Every worker who is actually employed on any of the holidays prescribed in paragraph (a) of this clause shall, in addition to the payment to which he is entitled under the foregoing provisions of this clause, be paid therefor at not less than double the ordinary rate.

(e) All work performed on a Sunday or on a Saturday shall be paid for at double rates.

(f) In the event of any holiday, save Anzac Day, falling on a Sunday, such holiday shall be observed on the succeeding

Monday, and in the event of another holiday falling on such Monday such other holiday shall be observed on the succeeding Tuesday.

Dressing, Dining, and Drying Rooms.

11. Accommodation for dining, for dressing, and for drying clothes shall be provided in accordance with the following conditions:—

(a) A room sufficiently large to provide space for dining and dressing or one room for dining and another room for dressing shall be provided.

(b) A separate drying-room used for no purpose other than drying clothes and having no direct opening on to any room used either for the purpose of dining or dressing or for both purposes shall be supplied.

(c) Separate rooms, fitted with shower-baths, shall be provided.

(d) Hot water shall be laid on to all rooms used for dining, dressing, or bathing, and cold water laid on to the dining-rooms and bathrooms. The dining-rooms shall contain provision for heating food.

(e) Hot-water urns and an ample supply of fresh drinking-water and sufficient accommodation for the seating of all workers properly using the dining-room shall be provided in the dining-room.

(f) A number of lockers shall be provided in the dressing-rooms, sufficient to supply each worker who requires to use same with a separate locker.

(g) Every dining-room shall be fitted with fly-proof doors and windows, and shall be cleaned after each meal.

(h) The employers shall not permit or suffer any dressing-room, bathroom, water-closet, or urinal to become insanitary.

General.

12. (a) The employer shall provide sufficient labour to ensure that all daggy sheep and lambs shall be dagged before being penned.

(b) All saws shall be properly sharpened when required.

(c) A hook or receptacle for caul-fat shall be provided at the hook and tackle.

(d) None but competent slaughtermen shall be engaged.

(e) For the purposes of this award a competent slaughterman shall mean a man who can kill and dress eight sheep or two head of cattle per hour.

(f) A suitable grindstone driven by power shall be provided in each slaughterhouse, and shall be kept in good condition.

(g) Every outside holding-pen for sheep for immediate killing shall be kept clean, and shall be either metalled, paved, concreted, and roofed.

(h) While loading-out, workers shall be supplied with loading-smocks.

(i) All calves over 120 lb. shall be dressed on the beef-board.

(j) Assistants who are in a heated condition through working outside shall be allowed a reasonable time to cool before entering the chiller.

Wages.

13. All wages shall be paid on Thursday or Friday of each week. Such wages shall be paid immediately on the cessation of work.

Preference.

14. Preference of employment shall be given to members of the union, in accordance with section 18 of the Industrial Conciliation and Arbitration Amendment Act, 1936.

Interpretation.

15. Any matter incidental to or arising out of this agreement shall be determined by the committee consisting of one representative appointed by the employers and one representative appointed by the union. In the event of no agreement being arrived at, the matter shall be referred to the Conciliation Commissioner for the district, whose decision shall be final, subject to the party dissatisfied having a right to appeal to the Court within fourteen days after the decision shall have been communicated to that party.

Term of Agreement.

16. This agreement shall come into force on the day of the date hereof, and shall continue in force for a period of two (2) years.

Signed on behalf of the Auckland City Council—

C. BAILEY.

GEO. S. RICHARDSON.

Witness—D. L. Robinson.

Signed on behalf of the Auckland Abattoir Assistants and United Freezing-works Employees' Union—

G. BAKER, President.

W. E. SILL, Secretary.

Witness—E. M. Allan.